

ADDENDUM #3 TO THE 2018-2021 AGREEMENT  
BETWEEN COUNTY OF SACRAMENTO AND  
SACRAMENTO COUNTY ATTORNEYS'  
ASSOCIATION

The parties agree to amend the 2018-2021 Agreement, as stated below, while they continue with the impasse procedures (factfinding) for equity increases and retroactive payments for Fiscal Year 2022/2023, pursuant to Government Code Section 3505.5.

1. **SALARIES**, Revise Article II, Section 2.1, to add the following: Effective January 1, 2023, salaries shall be increased by 4%.

Effective June 18, 2023, salaries shall be increased by 4%.

Effective June 30, 2024, salaries shall be increased based on the average percent year to year change in the Consumer Price Index (United States City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2024, rounded to the nearest one-tenth of one percent (1/10%) provided, however, such increase shall not be less than two percent (2%) no more than four percent (4%).

2. **LONGEVITY**, Revise Article II, to add the following: Effective January 1, 2023, permanent employees who reach ten (10) years of full-time service shall receive a 2.5% differential. Less than full-time permanent employees shall become eligible upon working the equivalent of ten (10) years of full-time service.
3. **HOLIDAYS**, Revise Article V, Section 5.1, to add Juneteenth to the list of County holidays.
4. **DEFERRED COMPENSATION**, Revise Article II, Section 2.3, to add the following: As soon as administratively possible, but not more than 90 days from ratification, the County will contribute 3% to each employee's 401(a) Deferred Compensation account when such employees contribute a minimum of 1% of their salary to the County 457 plan.
5. **PROFESSIONAL REIMBURSEMENT**, Revise Article VII, Section 7.5, by increasing the maximum reimbursement amount to \$1,500 per year.

6. **ASSOCIATION SECURITY**, Revise Article 1, by deleting Sections 1.3 through 1.13.
7. **TERM:** Amends the term of the Agreement to remain in full force and effect through and including June 30, 2025.
8. All other terms and conditions of the MOU will continue unless revised by mutual agreement.

For SCAA:

Stephen Leonesio  
Stephen Leonesio,  
Chief Negotiator

DATE: 12/28/2022

Shauna Franklin

Shauna Franklin  
President

DATE: 12/28/2022

For Sacramento County:

Matt Connolly

Matt Connolly  
Labor Relations Manager

DATE: 12/27/2022